Robert—
—Walters

# Executive search

Robust governance. Global reach. Strategic alignment.

robertwalters.co.uk

Global Talent Solutions

Robert—
—Walters

# Connecting like-minded leaders

The world's economic environment is constantly changing. In today's cost of living crisis, finding the right executive is more critical than ever. Effective leaders bring innovative strategies to navigate economic challenges, maintain employee morale, and sustain business growth. Identifying and retaining a capable executive is crucial to guiding your organisation through turbulent times and securing its long-term success.

At Robert Walters, our approach to executive search sets us apart. By deeply understanding your organisation, we will ensure your next executive has the acumen to drive your objectives and deliver your long-term goals.

Our leaders bring diverse expertise and extensive recruitment and practical experience. They possess strong local and international experience, robustrelationships, and extensive industry networks.

With over 40 years of combined experience across the UK, our executive search has an enviable track record in both the public and private sectors, supporting our clients in securing the executive leadership they need for success.

# Our approach to executive search

## Strategy

We will co-design a strategy to ensure your requirements are meet. With rigorous processes and proven experience, we will collaborate with you to articulate your brand story in a way that aligns with your broader strategy.

## Reach

Your executive search extends beyond borders. We will tap into our global network of executive search experts, allowing us to personally meet and evaluate global executive talent. Our reach, coupled with our existing networks; we are likely already connected with your next leader.

## Confidentiality

Finding your next leader might require discretion, especially when considering current organisational structures and a potential incumbent. We work discreetly to source talent, ensuring your organisation isn't unnecessarily impacted and continues to run smoothly during this process.

## Objectivity

Our unbiased approach through selection, vetting and assessment, offers the objectivity and quality control you expect from one of the world's leading talent consultancies. When recruiting senior-level roles, unbiased advice from a neutral party is invaluable.

## Diversity

Our Executive Search team excel at finding the right talent to drive and embed organisational change. We are dedicated to ensuring our clients unlock the benefits of diverse teams and an inclusive culture.

## Understanding

We will take the time to understand your organisation and consult with all interested parties. This involves gaining a deep appreciation of the culture, strategic goals and operational challenges. This ensures that the selected candidate is best placed to effectively drive your organisation's objectives and contribute to long-term success.

# Your governance and risk mitigation

Our executive search process provides your organisation with robust governance and risk mitigation, safeguarding your market reputation. Each executive search process includes an escalation point within our organisation to maintain accountability throughout.

By leveraging diversity and bias mitigation strategies, we ensure a strong candidate experience and maintain confidentiality where required.

Our commitment to these principles protects your reputation and promotes a positive, respectful candidate journey.

# Your reach

With Robert Walters, your executive search extends beyond borders. We leverage our network of executive search experts, based in over 29 countries across 5 continents, enabling us to meet and evaluate global executive talent. Utilising our global database, international talent mapping functionality, and our international career management team, we will locate your next executive, no matter where they are currently based.

**Global talent network**
Our extensive global talent database, one of the largest of its kind, allows us to quickly identify both active and passive executive leaders. With an international presence, we efficiently leverage our local, national, and global networks to secure the right leader for you.

**International market mapping**
Through our data-led approach, we can conduct a talent map, focused on targeting executive leaders with the most relevant and impactful experience in your industry.

**International Career Management (ICM)**
Our global footprint amplifies our ability to deliver insights and hard-to-fill skillsets not found in the local or national markets. Partnering with our ICM global consultants, we can provide insights into overseas leaders who are considering a new challenge or returning home.

# Your strategic approach

Our executive search strategy is comprehensive, ensuring talent is meticulously evaluated against your specific requirements. From initial screening to final selection, we employ rigorous methodologies to identify the most qualified and suitable leaders.

Your sourcing strategy will be spearheaded by our executive search leaders benefitting from a combined 40+ years of experience. Informed by your strategic requirements, we'll handpick a team of specialists that may include:

- Research and sourcing team
- Subject matter expert
- Data analyst
- Marketing professional
- International candidate manager
- Independent psychometric/behavioural specialist

1

## Briefing

- Global best practice governance from day one
- Co-design strategy with your Board / Executive team
- Specialist Robert Walters team assembled
- Selection committee briefed
- Initial research and data mapping

2

## Strategy

- Bespoke search proposal approved
- Tailored marketing campaign approved
- Co-design your PD to best align to market conditions and strategic objectives

3

## Action

- On-the-ground meetings with local and global talent
- Talent search extended as required via data mapping
- Digital Advertising Campaign implemented

4

## Milestones

- Monitor digital advertising analytics
- Frequent board/ executive updates provided

5

## Analysis

- Comprehensive profiling/ analysis of candidates
- Diversity criteria met for talent longlist

6

## Selection

- Shortlist confirmed
- Facilitate panel interviews (multiple rounds as required)
- Comprehensive feedback to unsuccessful candidates

7

## Assurance

- Robust compliance and reference checking
- Meticulous pre-employment probity checks
- Contemporary psychometric testing

8

## Agreement

- Negotiation, final offer, and contract for successful candidate
- Regret management for unsuccessful external candidates
- Discreet, personalised feedback for unsuccessful internal candidates

9

## Onboarding

- Post placement support for successful candidate
- Bespoke career development for unsuccessful internal candidates

# Your diversity lens

Drawing on insights from our inclusivity audit, our strategy is driven by strong ESG principles, blending human ingenuity with data-driven precision. We are committed to ensuring that your next executive is the perfect fit for the role and brings a diversity of thought as well as background of experience to your executive conversations.

Leveraging the following strategies, we look beyond a CV;

### Tailored search strategies

We customise our search strategies to align with our clients' specific diversity goals. This includes understanding the unique needs and culture of the organisation and tailoring our approach to attract diverse talent.

### Inclusive community

Through our commitment to industry engagement and success stories, we have built a community. By networking with a wide range of professionals, attending diversity-focused events, and fostering relationships, we leverage our established network to gain trusted referrals and diversify our talent pools.

### Bias-free approach

Implementing standardised and structured recruitment processes helps minimise bias. This includes using inclusive language in job descriptions, anonymising candidate profiles, and ensuring diverse interview panels. We will support you with behaviour-based interview questions and assessment methodology.

### Client education and advocacy

We educate our clients on the value of diverse leadership teams and provide guidance on creating inclusive workplace cultures. Giving you a sustainable environment and building your capability in this area.

### Reasonable adjustment

We will support you in ensuring your process provides support to candidates with disability, CLAD or candidates with diverse backgrounds through the appropriate reasonable adjustments required.

# Your comprehensive process

We understand the complexities involved in the executive search process, which is why we offer the following services to ensure that all invested parties are well-cared for, and every layer is given the appropriate time and consideration. We have every aspect of the process covered to provide a seamless and comprehensive experience.

## Executive marketing campaign

If your search isn't discrete, we can work with you to create a bespoke microsite to showcase your employer brand content in a more engaging and compelling way. By deeply understanding your story, we ensure your campaign resonates with the right leaders for your organisation. It will provide a cohesive message to your target audience and streamline the job application process, improving overall candidate experience.

## Leadership behavioural assessment

We can facilitate leadership testing to assess the effectiveness of future leaders within your organisation. This includes evaluating competencies such as decision-making skills, emotional intelligence, strategic thinking, and the ability to inspire and manage teams. By identifying strengths and areas for development, we support you to make an informed decision, ensuring you have the right leader in place to drive your business forward.

## Panel interview facilitation

We offer to actively participate in panel interviewing, bringing our expertise to ensure a thorough and unbiased selection process. Our administrative teams can support with selection reports, scribing, scheduling and /or behaviour-based questions for the panel to ensure they are supported at interview to unearth the insights needed to make an informed decision. Additionally, we offer a dedicated space away from your location to conduct these interviews, providing a neutral and professional environment.

## Support for unsuccessful candidates

We offer comprehensive support for unsuccessful executive candidates, ensuring they receive constructive feedback and guidance to help them with future opportunities. Our approach includes personalised feedback sessions, career coaching, and resources to enhance their skills and marketability, maintaining their positive experience and relationship with your organisation.

## Interview consultation for shortlisted candidates

We understand that interviewing, especially at the executive level is a practiced skill. All our shortlisted candidates will receive personalised, and direct interview coaching to ensure that they are best placed to present their vast careers at the interview. Given the breadth and depth of careers, candidates equipped with consultation are able to best represent the most relevant aspects of their skillsets.

# Talent development

**Designed to meet the needs of leaders at any stage of their career journey**

Unlock the unique potential of your candidates and employees with our Talent Development suite. Through data-driven insights and tailored solutions, we equip leaders with the skills they need for strategic success, from talent identification and leadership enhancement to transition support and exit management.

Our expert team delivers action-oriented strategies that maximise both individual and organisational performance, empowering businesses to drive long-term value through strong and capable leadership.

### Assessment
Make the right hire first time utilising our Assessment service

### Transition Coaching
Support new leaders to excel when changing roles with our Transition Coaching

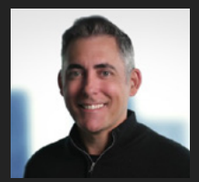
### Executive Coaching
Ensure your leaders fulfil their unique potential with our Executive Coaching

### Leadership Development
Help your leadership team to thrive with our Leadership Development programme

### Outplacement
Gain support for every aspect of an employee exit with our Outplacement services

# Meet the Executive Search team

Please reach out for a confidential discussion of your requirements.



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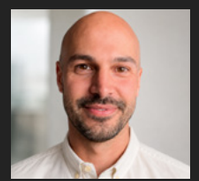

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